



architects

a publication of the california architects board - public protection through examination, licensure, and regulation

CAB Recognizes Volunteers

The California Architects Board relies on volunteers to assist in developing the California Supplemental Examination (CSE), to act as commissioners during the exam, and to serve on many of its committees. To show our appreciation for their hard work, each year we select several volunteers to receive the Octavius Morgan Distinguished Service Award. The award was recently given to three architects who have served the Board and their profession in diverse capacities.

2006 Octavius Morgan Awards

"We could not fulfill our mission of protecting the public's health and safety without the dedication and hard work of our volunteers," says Board president Jeffrey Heller. "We appreciate their commitment to the Board."

Following are profiles of the 2006 award winners.

Allan Cooper, AIA

As a professor at California Polytechnic State University, San Luis Obispo (Cal Poly), Allan Cooper brings a unique perspective to his volunteer work for the Board. "Like many state universities and land grant colleges, Cal Poly is committed to teaching, research, and public service," Cooper says. "I became involved with the Board because service to the community and the profession is part of the culture at Cal Poly."

Cooper received a Bachelor of Architecture from Rice University and a Master of Architecture from Cornell University. He worked for architectural firms in New York, Denver, and California, focusing on university design, affordable housing, and high rise condominiums. In 1975, he began teaching full time at Cal Poly. "I got hooked on the experience of being in a teacher/student relationship."

In presenting Cooper with an Octavius Morgan Award, the Board recognized his years of volunteer work in several areas. Cooper has served on the Board's Professional Qualifications Committee and IDP Implementation Task Force. As a member of the Exam Development Committee for the California Architect Licensing Exam (CALE), he helped create and grade the CALE. Cooper has also been involved in item writing and administration for the CSE, and he has been a Commissioner and Master Commissioner for more than 18 years.



Allan Cooper, AIA

Rick Holden



Robert S. George, FAIA

Assisting the Board with its periodic Educator/Practitioner Workshops was a natural fit for Cooper. The workshops provide opportunities for educators and practitioners to address common issues and to solve problems through collaboration. Cooper has been a conduit to the architectural education community. "I know the challenges of dealing with the changing values of students," Cooper

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President's Message

By Jeffrey D. Heller, FAIA, Board President

Advantages of

We all hear the talk about the future of the profession. We discuss with our colleagues issues such as a shortage of design professionals, the changing legal and liability environment, and the changing scope and role of architects in the life of a project. One question that comes up repeatedly is: "Where will the next generation of architects come from and how will they be trained for the future?"

It is important to remember that there are many paths into the profession. The Board makes a concerted effort to reach out to community colleges, as well as accredited schools of architecture. As professionals we should encourage the broadest possible range of candidates. Be sure your firm or organization includes community colleges in its recruiting plan. The Board's Web site has a list of community colleges with architectural programs.

Another potential source of future design professionals are special high schools that focus on architecture. "Partnership Academies" are a product of the eighties, but they have taken on increased relevance as employers look for future employees with particular skills and knowledge. Although just a handful of academies are dedicated exclusively to architecture, academies focusing on design, construction, and engineering also generate graduates who might be inclined to consider our profession.

Consider connecting with those schools. Perhaps you could work with your local chapter of The American Institute of Architects, California Council (AIACC) or other local group to establish an architecture academy in a high school in your community. Visit www.cde.ca.gov to learn more about the requirements and funding opportunities. If your community already has a structure for educating students and mentoring their interest in the profession, find ways to assist and enrich these opportunities so that the profession grows and develops to meet the challenges of our time.

Another resource is the American Architectural Foundation (AAF), which educates individuals and communities about the power of architecture to transform lives and improve the places where we live, learn, work, and play. The AAF and the Chicago Architecture Foundation established the Architecture & Design K-12 Education Network. This network is dedicated to fostering the growth and development of architecture and design education on a national level. The Network also raises youth awareness about the built environment and advances the integration of the design process across the K-12 curriculum. A national steering committee has been formed to oversee the Network's efforts to boost the information and resources available about K-12 architecture and design education. For more information on the Architecture & Design K-12 Education Network visit their Web site at www.architecture.org.

We need to do more to ensure that there is adequate capacity in our educational institutions to prepare the next generation of architects. Together, the profession and the Board can help make a difference.

rchitects play a vital role in our society. They are given the responsibility of designing buildings that meet people's needs and are safe to occupy. Because of the importance of this work, to practice architecture in California, an individual must be licensed and meet the education, experience, and examination requirements established by the California Architects Board. In California, individuals are prohibited by law from referring to themselves as architects or practicing architecture unless they are licensed.

Some architectural firms employ unlicensed, but highly skilled individuals to perform drafting, code research, and other tasks that are part of the design process. These individuals work under the responsible control of a licensed architect. Since it is possible to work on design projects in architectural firms without a license, it is important to understand the advantages of obtaining a license.

Becoming a licensed architect will give you a variety of professional opportunities and personal advantages. Perhaps most significant for many young people, being a licensed architect will enable you to use your education and expertise to improve your community and the world.

Making a Lasting Impact on the Environment

You may have been drawn to the field of architecture because it will enable you to use your creative abilities to have a positive impact on society. In order to have this impact, you must become a licensed architect. Without a license, you will not be qualified to take on these important responsibilities.

As you know, in recent years, there has been an increased awareness of the impact of buildings on the environment. Buildings contribute to a large percentage of greenhouse gas emissions and are a key source of

Being a Licensed Architect

our nation's energy consumption. Architects have a unique opportunity to make positive contributions to society by applying sustainable or "green" design practices to the creation of the built environment. They contribute to healthier communities that provide a better future for all of us. Architects are uniquely qualified individuals with the professional authority to do this important work. The combination of education and training that you obtain are the path to receiving the license that will enable you to be involved in projects that will protect the environmental balance of communities and the world.

Enhancing Communities/ Responding to Disasters

Many other opportunities to impact the world are available to architects. Architects can address social injustice by enhancing livability in underserved communities. In some instances, small changes can make an enormous difference in the quality of life for underprivileged individuals. Architects also have the opportunity to respond to humanitarian crises around the world by bringing basic design services to communities in need.

Architects are also professionals who can take on certain responsibilities following a natural disaster such as an earthquake or flood. They are often called upon to assess damage and provide planning and design assistance for temporary housing. Later in a recovery process, architects take the lead in planning the rebuilding of homes, businesses, communities — and people's lives.

Reaching a Goal

In addition to the contributions you can make to society as an architect, there are personal reasons for completing the licensure process. Obtaining a license is an official validation that you have the required education and experience and

have demonstrated your competence via examinations. Once you are licensed, you belong to a select circle of professionals who have a unique responsibility and ability to shape people's lives.

Increasing Your Career Opportunities

Being licensed will give you several career advantages. First, many positions in architectural firms and government agencies require a license, and you will not be qualified for such positions without one. Additionally, since California is currently experiencing a shortage of architects, once you obtain a license, you will be an in-demand professional who is qualified to fill many positions. As a licensed individual, you will also have greater job security. In today's global economy, the activities performed by unlicensed employees are more likely to be outsourced.

A related advantage to being licensed is that you will have more career options and the opportunity to take on diverse responsibilities. As a licensed architect, you can be principal of your own firm or a firm owned by others. You can also take on other responsibilities, such as managing staff, handling legal and business issues, and planning the direction of the firm. You can enjoy the satisfaction of being the lead designer on building projects and receiving professional recognition for the buildings you design.

While the path to licensure may seem long and the amount of study required may sometimes seem overwhelming, keep in mind the reason for this process: Architects have an enormous responsibility to protect the health and safety of individuals. The education and experience you acquire will enable you to obtain the license that will allow you to make a difference.

ARE Changes Coming in 2008

In July 2008, ARE Version 3.1 will be reformatted from nine to seven divisions and introduced as Version 4.0. Version 4.0 will be more integrative and will include six divisions containing both graphic vignettes and multiple-choice questions and one division with only graphic vignettes. Candidates who have taken and passed at least one division of ARE 3.1 by May 2008 will be allowed to continue to take ARE 3.1 through July 2009. Candidates are encouraged to visit the National Council of Architectural Registration Boards' Web site at www.ncarb.org for further information, the latest update on ARE Version 4.0, and the transition plan proposed for candidates currently taking ARE Version 3.1.

New CIDP/IDP: Online Database of Participating Firms

The Board is pleased to announce the implementation of a searchable online database to assist interns in connecting with firms that participate in Comprehensive Intern Development Program/ Intern Development Program (CIDP/IDP). Firms listed in this database have indicated that they either currently participate in CIDP/IDP or plan to in the future. Interns can access this database at our Web site: www.cab.ca.gov.

Interns who locate firms using the database should verify the quality of such firms and their programs by checking the license status of the persons who will administer the internship program and making inquiries with professional associations, peer networks, and local Better Business Bureaus.

Firms that would like to participate in CIDP/IDP and be listed in the database may complete a form on our Web site (www.cab.ca.gov). Participation may also be initiated via email at cab@dca.ca.gov. Please include all information requested in the online form in your email.

Allan Cooper Continued from page 1

says. "I can relay to the Board what students are thinking and what their priorities are. I can also help identify and resolve gaps between universities and the practice of architecture."

Cooper was involved in the initial development of the CSE in the late 1980s, and he is always impressed with the teamwork of the Item Writing Committee. "We don't each go into a room and write our own questions," he explains. "It involves the brainstorming and interchange of many people who have expertise in different fields."

His work with the Board has helped Cooper better understand the profession's challenges and enhanced his performance in the classroom. "My involvement with the Board and The American Institute of Architects (AIA) enable me to share with students the current events that are affecting the profession." Cooper retired in 2004, but he continues to teach half-time as a professor emeritus.

Cooper says he is flattered to receive the Octavius Morgan Award. "I have admired many past recipients, and I feel honored to be counted among them."

When asked to sum up his years of service to the Board, Cooper says, "Serving the profession is an enormously beneficial activity, especially for a professor. My work

with the Board helps me maintain a life-long connection with many of my professional colleagues and former students."

Robert S. George, FAIA

When Bob George was 14, his parents hired an architect to design their home. George was fascinated by the architect's work and his career path was established. After graduating from the University of California, Berkeley, George worked for a firm in Washington D.C. He later became Staff Architect for the Federal Bureau of Prisons. In 1977, George returned to California, and in 1988, he established his own firm. The San Mateo area firm specializes in residential and light commercial architecture.

This year, the Board awarded George an Octavius Morgan Award in recognition of his many years of volunteer work, primarily as a member of the Regulatory and Enforcement Committee (REC). George says his work on the Committee has shaped his perspective of the Board's role and the importance of licensure. "Occupational licensing is not required for the benefit of the profession. It is required to protect the public," he says. "Consumers have a right to know that when they hire someone to design a structure, the person has the expertise to do it."

Over the years, George has served on several REC committees. As a member of the Task Force on Advertising, he was involved in establishing the parameters for the Architects Practice Act regulation related to the use of the term "architect." From 2001 to 2003, he served on the Complaint Disclosure Policy and Procedures Task Force, which established guidelines for reporting settlements to the Board. Currently, George serves on the Building Code Impact on Exemptions Task Force. That Task Force is determining how exempt building projects will be affected by new International Building Code provisions related to the use of light gauge metal framing in construction.

Last year, George became a CSE Commissioner for the first time. "Being a commissioner takes a lot of focus and patience. I have spent so much of my career educating interns and clients that I have to bite my tongue to keep from helping candidates during the exam."

George notes that the exam has changed a great deal since he took it. "I am impressed with the comprehensive nature of the exam. It does a good job of addressing the subjects that practitioners face." He is also impressed with the sincerity of the candidates and how hard they work.

When asked how he feels about receiving the award, George comments, "I think your appreciation of an award is magnified by the people who received it before you. When I look back and see who has received this award, it makes it that much more gratifying."

George says he still finds the practice of architecture to be very rewarding, and he is not looking to retire any time soon. "I still feel that I am doing something meaningful." In addition to his volunteer work with the Board, George is active in AIA San Mateo County.

Rick Holden

Rick Holden became interested in architecture when he was in junior high school. "I liked drawing, and I liked being able to create things from my ideas," he says. Holden fulfilled his career goal, graduating from California Polytechnic State University, San Luis Obispo with a Bachelor of Architecture degree. Following graduation, Holden worked for William F. Cody, FAIA, in Palm Springs. In 1976, Holden began his own firm, and in 1981 he formed Holden & Johnson Architects with college friend Bill Johnson. The firm specializes in small office buildings and large residences.

In choosing Holden to receive the Octavius Morgan Award, the Board recognized his involvement in nearly every activity related to the CSE for more than 15 years. "I don't even remember how

I first got involved with the Board," Holden says. "We were taught the value of serving when I was at Cal Poly, and it is something I have always done. Serving and being involved is a way of giving back to the profession and the community."

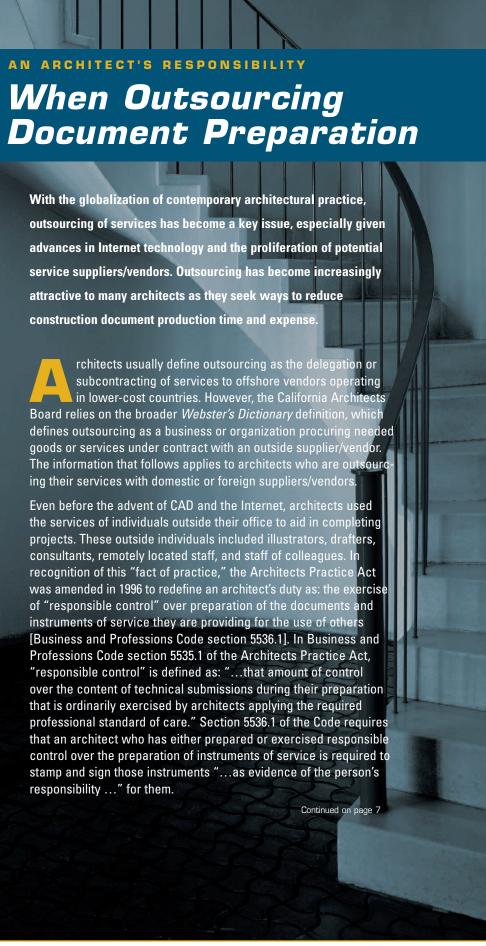
Holden enjoys contributing to the licensure process. "I am interested in seeing qualified people obtain their licenses," he says. "The education and internship requirements are strenuous, but there is a great reward at the end. Architects have the satisfaction of working in a profession that creates something enjoyable for people and society."

Working as a CSE Commissioner is especially gratifying for Holden. "I appreciate being able to help future professionals take their last step," he says. "I remember what I went through to get my license. A lot of people helped me, and now I have an opportunity to help others."

Being a CSE Commissioner has provided Holden a good perspective for his work on the CSE Item Writing Committee. "As a Commissioner, I see the exam process firsthand," he says. "I understand how interactions occur during the exam, and this is helpful in writing the items." We try to write items so that the questions are relevant to the profession and to the goal of protecting public health, safety, and welfare," Holden adds.

As a member of the CSE Standard Setting Committee, Holden helps determine how each item on the CSE should be weighted to ensure fairness of administration and scoring. Other CSE committees Holden has served on include the CSE Pilot Testing, CSE Job Analysis, and CSE Test Plan Committees.

Holden says he appreciates receiving the award for his volunteer work. "I encourage all architects who are eligible to become a part of the process. I think that what you get out of your professional organizations is what you put into them. It's been important to me to participate, learn, and grow rather than sit on the sidelines."





Enforcement Actions

CAB is responsible for receiving and investigating complaints against licensees and unlicensed persons. CAB also retains the authority to make final decisions on all enforcement actions taken

against its licensees. Included below is a brief description of recent enforcement actions taken by CAB against individuals who were found to be in violation of the Architects Practice Act. Every effort is made to ensure the following information is correct. Before making any decision based upon this information, you should contact CAB. Further information on specific violations may also be obtained by contacting the Board's Enforcement Unit at (916) 575-7208.

ADMINISTRATIVE ACTION

CURTIS SHUPE (Palm Desert) Effective January 13, 2007, Curtis Shupe's architect license number C-13388, was revoked; however, revocation was stayed. Shupe's license was suspended for 90 days, and he was placed on probation for five years with specific terms and conditions, including restitution pursuant to an arbitration award to the clients in the amount of \$63,876.36. The action came after a stipulated settlement was negotiated and adopted by the Board.

An Accusation was filed against Shupe for alleged violations of Business and Professions Code (BPC) sections 5584 (Negligence or Willful Misconduct) and 5589 (Malpractice Settlement or Arbitration Award). The Accusation alleged that Shupe failed to provide observation services as called for on the project as follows: He authorized payment of the contractor's invoices for the roof system, including skylights, related materials and work, despite the fact that these items as completed by the contractor did not conform with the contract documents and applicable industry and trade standards. An arbitration award was issued against Shupe, which he failed to report to the Board.

CITATIONS

BILL BROBISKY (Concord) The Board issued an administrative citation that included a \$1,000 civil penalty to Bill Brobisky, an unlicensed individual, for alleged violations of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). The action alleged that Brobisky put out a business card which included the word "Architecture" and had a listing under the "Architects" heading at "Smartpages.com" on the Internet. The citation became effective on November 30, 2006.

CHARLES CREIGHTON CARLIN

(San Francisco) The Board issued an administrative citation that included a \$500 civil

penalty to Charles Creighton Carlin, architect license number C-24561, for an alleged violation of BPC section 5584 (Willful Misconduct). This action alleged that Carlin failed to return an overpayment to a design builder in a joint venture agreement. The citation became effective on September 22, 2006.

VICTOR CHU (Los Angeles) The Board issued an administrative citation that included a \$500 civil penalty to Victor Chu, architect license number C-10488, for an alleged violation of BPC section 5536.22(a) (Written Contract). The action alleged that Chu failed to include statutorily required language in a written contract, which resulted in a dispute. Chu paid the civil penalty satisfying the citation. The citation became effective on November 13, 2006.

EDWARD GULIAN (Long Beach) The Board issued an administrative citation that included a \$2,500 civil penalty to Edward Gulian, an unlicensed individual, for alleged violations of BPC sections 5536(a) (Practice Without License or Holding Self Out as Architect) and 5536.1(c) (Unauthorized Practice). The action alleged that Gulian prepared plans for commercial buildings with a title block that stated "Gulian Design Architecture." On the cover sheet to the plans for the projects, under the list of "Consultants," Gulian is identified as the "Architect" and has the designation "A.I.A." following his name. Gulian paid the civil penalty satisfying the citation. The citation became effective on October 10, 2006.

DAVID EDWARD HALTTNUNEN (Vista)

The Board issued an administrative citation that included a \$500 civil penalty to David Edward Halttnunen, architect license number C-14503, for an alleged violation of BPC section 5584 (Negligence). The action alleged that Halttnunen failed to communicate with his clients and failed to proceed with their project in a timely manner. This resulted in monetary damage to the clients and caused them to terminate his services and hire a design-build

firm to complete the project. Haltmunen paid the civil penalty satisfying the citation. The citation became effective on October 16, 2006.

KIM NGA NGUYEN (Milpitas) The Board issued an administrative citation that included a \$1,000 civil penalty to Kim Nga Nguyen, an unlicensed individual, for alleged violations of BPC sections 5536(a) (Practice Without License or Holding Self Out as Architect) and 5536.1(c) (Unauthorized Practice). This action alleged that Nguyen prepared construction documents for a non-exempt dwelling. In addition, Nguyen gave the client a business card that identified her as an "Architectural Designer." The citation became effective on January 16, 2007.

TUAN JONATHAN NGUYEN aka JONATHAN NGO (Fountain Valley)

The Board issued an administrative citation that included a \$1,000 civil penalty to Tuan Jonathan Nguyen aka Jonathan Ngo, an unlicensed individual, for alleged violations of BPC sections 5536(a) and (b) (Practice Without License or Holding Self Out as Architect). The action alleged that Nguyen affixed a stamp to plans that read "LICENSED ARCHITECTURE & CONSULTING," "ICM Co.," "No. 706869," "Exp. 5-31-05," "CONSULTANT," and the legend "STATE OF CALIFORNIA." In addition, the plans contained a title block that stated "Architecture & Consultant." Nguyen paid the civil penalty satisfying the citation. The citation became effective on October 2, 2006.

TUAN H. PHAM (Irvine) The Board issued an administrative citation that included a \$500 civil penalty to Tuan H. Pham, an unlicensed individual, for an alleged violation of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). The action alleged that Pham entered into a written contract for a tenant improvement project. In the contract, Pham listed the fees for "Architectural Services." The citation became effective on December 15, 2006.

Outsourcing Document Preparation

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Outsourcing is not inherently a violation of the Architects Practice Act. Nothing in the Act prevents an architect from contracting with a drafting service — either foreign or domestic. The architect may stamp and sign the documents as long as he or she has a written agreement with the provider and direction over their preparation. This practice frequently raises the following two questions:

Why is such activity by an architect not considered to be aiding and abetting unlicensed practice? According to California Code of Regulations section 151, an architect who associates by written agreement with an individual may stamp and sign any instruments of service prepared by that individual as long as that individual "...is under the architect's immediate and responsible direction..." The requirements of "immediate and responsible direction" are satisfied when the architect: 1) instructs the person, and 2) exercises the same judgment and responsibility in reviewing all stages of the documents as would normally be exercised if he or she personally performed the required tasks. This is the same degree of responsibility and duty that architects are required to exercise over their subordinate staff.

Are there any issues regarding misrepresentation or practice without a license by a supplier or vendor? If the services being offered and provided are "drafting services," and the supplier or vendor does not represent the services as architectural services, there is no violation of the Architects Practice Act. However, in California, if the supplier or vendor is representing the services as architectural, such services must be provided by or under the responsible control of a California licensed architect.

Readers are reminded that complete text of all the statutory and regulatory references in this article are in the hard copy of the California Architects Practice Act, which can be found on the Board's Web site at: www.cab.ca.gov.

ADDISON STRONG (San Francisco) The Board issued an administrative citation that included a \$500 civil penalty to Addison Strong, an unlicensed individual, for an alleged violation of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). This action alleged that Strong's contract offered "Architectural Services" and included the word "Architect." The citation

became effective on January 16, 2007.

GEORGE SUMNEY (Fontana) The Board issued an administrative citation that included a \$1,500 civil penalty to George Sumney, an unlicensed individual, for alleged violations of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). This action alleged that Sumney was identified as the "Architect" and included the word "Architecture" on his contract and business card. This action also alleged that Sumney was listed under the "Architects" heading on the Internet. The citation became effective on December 12, 2006.

LEONARD NAVIN TEMES (West

Hollywood) The Board issued an administrative citation that included a \$1,000 civil penalty to Leonard Navin Temes, an unlicensed individual. for alleged violations of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). This action alleged that Temes executed an "AIA Document B141 Standard Form of Agreement Between Owner and Architect" to provide design services for a master bedroom and bathroom. Temes is designated as the "Architect" in the agreement. In addition, Temes' Web site stated, "With 20 years of experience, Temes enjoys his work as a furniture and interior designer as well as an architect." The citation became effective on November 7, 2006.

FRANK VALENTINO (Beverly Hills)

The Board issued an administrative citation that included a \$500 civil penalty to Frank Valentino, an unlicensed individual, dba Park Lane Design Group, for an alleged violation of BPC section 5536(a) (Practice Without License or Holding Self Out as Architect). This action alleged that Valentino put out business cards stating "Park Lane Design Group," "Frank Valentino." and "Owner Architect." The citation became effective on September 19, 2006.



REQUIREMENTS

The Board has received numerous inquiries from architects asking if they are required to stamp and sign plans for exempt projects as defined in Business and Professions Code sections (BPC) 5537 and 5538 (i.e., single family dwellings, not more than two stories and a basement in height, of woodframe construction; or non-seismic, non-structural tenant improvements). The answer is "yes". BPC section 5536.1(a) requires that when architects prepared or were in responsible control of plans, specifications, and other instruments of service for others, they must stamp and sign these documents as evidence of their responsibility for them. This requirement applies to all types of projects since it addresses a responsibility imposed on the architect, not on the project.

The law requires that the architect's stamp contain the following: 1) Legend "State of California," 2) Term "licensed architect," 3) Architect's name (as licensed with the Board), 4) Architect's license number, and 5) Means for noting the renewal date of the license. The renewal date may be handwritten or typeset. The typeset version will require replacement every two years to coincide with the license renewal.

The law does not specify the method or timing for applying a stamp and signature. Therefore, a stamp and signature generated as an image from a computer is acceptable, provided that all required elements are present in the design. However, check with your local jurisdiction for any specific stamp and signature requirements.

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California Architects Board

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Spring 2007

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Occupational Analysis Survey May Come Your Way

The Board will be conducting an occupational analysis survey on the practice of architecture in California. This survey will lead to the development of the test plan on which the California Supplemental Examination is based. Surveys will be distributed in the Fall to randomly selected architects in California. If you are asked to respond to the survey, please take the time to participate. It is crucial to the success of the occupational analysis survey that we receive enough responses. We appreciate your valuable contribution in this important step in the examination process.

New California Building Standards Codes to Become Effective January 2008

The California Building Standards Commission (CBSC) unanimously adopted the state agency amendment packages to the model codes on January 30, 2007. This action by the CBSC constitutes state adoption of the model 2006 International Building Code; the model 2006 International Fire Code; the model 2006 Uniform Mechanical Code; and the model 2006 Uniform Plumbing Code. With the adoption of the amendment packages to the model codes, the CBSC has authorized creation of the 2007 editions of the California Building, Fire, Mechanical, and Plumbing Codes. The authors of the model codes — the International Code Council and the International Association of Plumbing and Mechanical Officials — are now on track for publication of the new codes in late July 2007. Local jurisdictions will then have 180 days to complete the local amendment process. The effective date of all codes will be late January 2008.

California Building Officials (CALBO) is offering training classes for architects, builders, building department personnel, and engineers on the new California Building Code for the transition to the 2006 International Building Code. Multiple Code Academies will be held at 12 training locations throughout California. For more information on the training classes, please visit CALBO's Web site at www.calbo.org. For more information on the code, visit CBSC's Web site at www.bsc.ca.gov.

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